

Newton Firemen's Hours of Work

Full Time Firemen: Hourly employees on a 28 day cycle (FLSA 7k Exemption)
Part Time Firemen: Hourly employees on a 28 day cycle (FLSA 7k Exemption)
Reserve Firemen: Hourly employees on a 28 day cycle

Full Time Firemen:

Full Time Firemen are hourly employees on a 28 day cycle. They are compensated weekly with $\frac{1}{4}$ of their 28 day equivalent pay for the first three weeks of the cycle. Vacation and Sick Leave will be recorded weekly. All regular and overtime hours for the 28 day period will be reconciled in the fourth week. Overtime rate will be paid after 212 per 28 day cycle per FLSA guidelines or called in to duty with less than 24 hours notice prior to shift start. The City of Newton requires all new employees be registered and paid through direct deposit to the employee's bank of choice.

We are estimating that you will work 216 hours per 28 day cycle:

Pay = 53 hours on Week 1
53 hours on Week 2
53 hours on Week 3
53 hours plus 4 hours either overtime or excess straight time and reconcile all pay
including any accumulated overtime during the 28 day cycle on Week 4

The City of Newton Fire Department full time firemen work a twenty four hour rotating shift, with forty eight hour off duty before beginning their next shift. This will be on a twenty eight (28) day cycle.

Part Time Firemen:

Part Time Firemen are hourly employees on a 28 day cycle. They are compensated weekly by total number of hours worked for four weeks. The City of Newton requires all new employees be registered and paid through direct deposit to the employee's bank of choice.

We are estimating that you will work approximately 96 hours per 28 day cycle:

Pay = 24 hours on Week 1 plus any accumulated overtime
24 hours on Week 2 plus any accumulated overtime
24 hours on Week 3 plus any accumulated overtime
24 hours on Week 4 plus any accumulated overtime

All hourly estimations are approximate. Estimated amounts are for budgetary purposes only and represent averages.

I acknowledge I have received, read, understood, and accept the above statements of this Newton Firemen's Hours of Work.

Signed

Print Name

Date